

## **NORTHERN STAGE PROPOSED ACTION STEPS 2020-2021**

We, the company of NORTHERN STAGE, vow to address injustices against the Black community. We believe that if we do not stand strongly and vocally alongside Black America, and take action through our art and community, we are perpetuating the racism endemic to our country. Theater is a healing art form, and we will work to heal, reveal, and lift up the voices that have been silenced for so long.

NORTHERN STAGE accepts and feels our responsibility as a predominantly white institution; we recognize the implicit racism in the theater world and we are working together with our community to examine our own practices and to change the future for Black, Indigenous, and People of Color through our work on stage and off. We will lift up and support the voices that have not been heard, and stand firmly against acts of violence and racism towards BIPOC artists, audiences and administrators.

### **2020 COMMITMENTS TO CHANGE AND ACTION:**

- NORTHERN STAGE commits to making work for racial justice an institutional core value and daily practice. We commit to annual mandatory Anti-Racism, bystander and restorative justice training. Training for executive leadership and staff, as well as ongoing anti-racist education for our audiences.
- NORTHERN STAGE commits to deepening our work and engagement with our BIPOC institutional partners including members of the BOLD Theater Women's Leadership Circle.
- NORTHERN STAGE commits to continuing and expanding our work to make our spaces safe for all, and ensuring that our zero tolerance policies on discrimination, harassment, intimidation and oppression are clear, and shared at the commencement of every rehearsal process and during staff on-boarding.
- NORTHERN STAGE actively seeks out those who are different from ourselves, and we value our differences. We commit to equity and transparency in our hiring practices, prioritizing robust BIPOC representation on and off stage. We will support and nurture all BIPOCs in our company, providing a clear path to leadership for BIPOC artists, technicians, and administrators.

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- NORTHERN STAGE builds long term meaningful relationships with artists of color, and we work to make NORTHERN STAGE a place of safety and support for their artistry. We commit to the hiring of personnel adept at the styling and costuming of our artists of color, and to regularly incorporate feedback from our artists into our artistic and administrative processes.
- NORTHERN STAGE commits to working with other nonprofits in the Upper Valley region of Vermont and New Hampshire to launch an ongoing effort of collective impact. We will work together to recognize and name the lack of diversity in our region and collaborate to make change in our shared ecosystem so that our environment becomes more supportive of BIPOC employees in the future. We are also committed to reaching out to BIPOC communities in the Upper Valley in meaningful partnership.
- NORTHERN STAGE will continue its policy of adding previously underrepresented voices to our Board of Directors as a vital ongoing practice.
- NORTHERN STAGE commits to ongoing learning and community engagement. As we continue this journey, we will make anti-racist resources such as workshops, conversations and reading materials available to our staff, board, community, and the public. We will continue this learning in concert with our artistic programming, fostering ongoing conversation and context to the work on our stages.